



November 24, 2009

Chong-Anna Canfora
Director, Rapid Response Unit
Michigan Department of Labor & Economic Growth
611 West Ottawa, 4th Floor,
PO Box 30004
Lansing, MI 48909

RE: Notice of Plant Closing

Dear Ms. Canfora:

This letter is to inform you that GHSP anticipates that it will permanently terminate employment of all employees at its Troy facility (located at 307 Robbins Drive, Troy, MI 48083). This notice is being provided to comply with the federal Worker Adjustment and Retraining Notification (WARN) Act.

GHSP's competitive advantage lies in our ability to efficiently combine mechanical and electronic operations. Unfortunately, in order to achieve the level of integration and the overhead reduction necessary to be competitive in our product markets, we will have to permanently close our GHSP Troy operations facility (located at 307 Robbins Drive, Troy, MI 48083) and move most of the work from that operation into the GHSP Grand Haven facility. This decision was arrived at after much difficult deliberation, and consideration of all potential options.

The table below outlines the anticipated date ranges on which business will leave GHSP Troy and the employees who will experience permanent termination of employment as a result. Employees of GHSP Troy do not have bumping rights, and GHSP retains sole discretion to determine the order and timing of layoffs. This WARN notice will be re-issued to any affected employees if their actual date of separation falls outside the separation date range indicated in the table below.

Employment Termination Date Range	Employee Name
January 29, 2010	Edward Zalupski

For further information, please do not hesitate to contact me at (616) 847-3179.

Sincerely,

Amy Rollston
Manager of North American Human Resources

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November 13, 2009

Chong-Anna Canfora
Director, Rapid Response Unit
Michigan Department of Labor & Economic Growth
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PO Box 30004
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RE: Notice of Plant Closing

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Employment Termination Date Range	Employee Name
January 15, 2010	Terry Lytle
January 15, 2010	Gyorgy Zilahi

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Sincerely,

Amy Rollston
Amy Rollston
Manager of North American Human Resources

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December 28, 2009

Chong-Anna Canfora
Director, Rapid Response Unit
Michigan Department of Labor & Economic Growth
611 West Ottawa, 4th Floor,
PO Box 30004
Lansing, MI 48909

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Employment Termination Date Range	Employee Name
February 28, 2010	Deborah Kelley

For further information, please do not hesitate to contact me at (616) 847-3179.

Sincerely,


Amy Rollston
Manager of North American Human Resources

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